

Melba Elem – Kindergarten: Teacher Incentives

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|---|-------------|-------------|-------------|--|
| Longitudinal <u>Winter</u> IRI DATA | <u>2011</u> | <u>2012</u> | <u>2013</u> | 3 year average: 61% 3 year high: 72% 3 year low: 55% |
| | 72% | 55% | 56% | |

| | | | | |
|---|-------------|-------------|-------------|--|
| Longitudinal <u>Spring</u> IRI DATA | <u>2011</u> | <u>2012</u> | <u>2013</u> | 3 year average: 81.2% 3 year high: 89% 3 year low: 78.4% |
| | 87.9% | 78.4% | 89% | |

| Possibility A (All Kindergarten Teachers) | | | |
|---|-----------|------------|-----------|
| Winter IRI | | Spring IRI | |
| 66% | .4 share* | 79% | .8 share* |
| 63% | .2 share | 76% | .6 share |
| 58% | .1 share | 70% | .5 share |
| | | 64% | .3 share |
| | | 58% | .1 share |

Melba Elem – 1st Grade Teacher Incentives

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|---|-------------|-------------|-------------|--|
| Longitudinal <u>Winter</u> IRI DATA | <u>2011</u> | <u>2012</u> | <u>2013</u> | 3 year average: 82.6% 3 year high: 91% 3 year low: 75% |
| | 91% | 75% | 82% | |

| | | | | |
|---|-------------|-------------|-------------|---|
| Longitudinal <u>Spring</u> IRI DATA | <u>2011</u> | <u>2012</u> | <u>2013</u> | 3 year average: 81.16% 3 year high: 90.6% 3 year low: 75% |
| | 90.6% | 77.9% | 75% | |

| Possibility A (All 1 st Grade Teachers) | | | |
|--|-----------|------------|-----------|
| Winter IRI | | Spring IRI | |
| 83% | .4 share* | 88% | .8 share* |
| 78% | .2 share | 83% | .6 share |
| 75% | .1 share | 80% | .5 share |
| | | 77% | .3 share |
| | | 74% | .1 share |

Melba Elem – 2nd Grade Teacher Incentives

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|---|--------------------|--------------------|--------------------|--|
| Longitudinal <u>Winter</u> IRI DATA | <u>2011</u> 57% | <u>2012</u> 63% | <u>2013</u> 58% | 3 year average: 59.3% 3 year high: 63% 3 year low: 57% |
|---|--------------------|--------------------|--------------------|--|

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|---|--------------------|----------------------|--------------------|--|
| Longitudinal <u>Spring</u> IRI DATA | <u>2011</u> 60% | <u>2012</u> 78.6% | <u>2013</u> 63% | 3 year average: 67.2% 3 year high: 78.6% 3 year low: 53% |
|---|--------------------|----------------------|--------------------|--|

| Possibility A (All 2 nd Grade Teachers) | | | |
|--|-----------|------------|-----------|
| Winter IRI | | Spring IRI | |
| 62% | .4 share* | 76% | .8 share* |
| 58% | .2 share | 72% | .6 share |
| 53% | .1 share | 68% | .5 share |
| | | 65% | .3 share |
| | | 58% | .1 share |

Melba Elem – 3rd Grade Teacher Incentives

| | | | | |
|---|--------------------|--------------------|--------------------|--|
| Longitudinal <u>Winter</u> IRI DATA | <u>2011</u> 60% | <u>2012</u> 68% | <u>2013</u> 79% | 3 year average: 69% 3 year high: 79% 3 year low: 60% |
|---|--------------------|--------------------|--------------------|--|

| | | | | |
|---|--------------------|----------------------|--------------------|--|
| Longitudinal <u>Spring</u> IRI DATA | <u>2010</u> 52% | <u>2011</u> 69.4% | <u>2012</u> 77% | 3 year average: 66.1% 3 year high: 77% 3 year low: 52% |
|---|--------------------|----------------------|--------------------|--|

| Possibility A (All 3 rd Grade Teachers) | | | |
|--|-----------|------------|-----------|
| Winter IRI | | Spring IRI | |
| 68% | .4 share* | 75% | .8 share* |
| 63% | .2 share | 70% | .6 share |
| 59% | .1 share | 67% | .5 share |
| | | 62% | .3 share |
| | | 57% | .1 share |

Melba Elem – 4th – 6th Grades Teacher Incentives

4th, 5th, 6th grade (ALL 4th, 5th, 6th grade teachers)

Theme/Benchmark test results (Theme tests given every 6 weeks for Lang/Reading, benchmark tests given every six weeks for math, for a total of 6 assessments for the year in each.)

This chart is for all teachers

| Data Driven | |
|-------------|-----------|
| 80% | .6 share* |
| 77% | .4 share |
| 74% | .3 share |
| 71% | .2 share |
| 69% | .1 share |

| Benchmark (Comprehension) | |
|---------------------------|-----------|
| 85% | .5 share* |
| 81% | .4 share |
| 76% | .3 share |
| 73% | .2 share |
| 70% | .1 share |

If taking EOCs produced by Boise School District the each category is reduced by 5%

Other Elem Certified Staff Merit Pay

All are based on fractions of the charts above for the various grades.

| | |
|----------------|------------------------|
| Principal | 1/6 of each grade k-6 |
| K-6 Spec Ed | 1/4 of each grade k-6 |
| Music (.5 fte) | 1/12 of each grade k-6 |
| PE (1 fte) | 1/12 of each grade k-6 |

Melba Jr/Sr High: (Grades 7-12)

This chart is for all teachers

| 1 st Sem.Mean EOC score | |
|------------------------------------|----------|
| 80% | .5 share |
| 75% | .4 share |
| 70% | .3 share |
| 65% | .2 share |
| 60% | .1 share |

| 2 nd Sem.Mean EOC score | |
|------------------------------------|----------|
| 80% | .5 share |
| 75% | .4 share |
| 70% | .3 share |
| 65% | .2 share |
| 60% | .1 share |

If taking EOCs produced by Boise School District the each category is reduced by 5%

Principal, Counselor, mean of all EOC's in building, using the above charts
 Librarian based on 80% of kids meeting reading goals

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- **All of the above assessments are graded/corrected by computer/technology, or by district personnel who have no financial stake in the outcome.**
 - **Second semester goals will likely be adjusted prior to the amendment deadline established by SDE.**